

LOGNOTE - Chief, Operations Group, 16 October 1985

1. (Lowcock) Attempts over the past two weeks to come up with a new compensation schedule for Jordan Bureau have highlighted the increasing need for FBIS and PMCD to come up with a system for collecting wage survey data to support our compensation scales. The State Department recently approved a new wagescale for the Amman Embassy based on a recent wage survey. The new scale involves freezes in grades 4, 8 and 9 and a less than 1 percent increase in grade 10. [] drafted a new FBN compensation scale for the bureau granting an increase of 3.1 percent in the affected grades in order to preserve the progressive nature of the Amman compensation schedule, particularly in the professional monitorial grades of 8-10. This schedule has been turned down by PMCD management owing to lack of supporting data and fears that we would not be able to withstand a GAO challenge. This is a turnabout on the part of PMCD management and does not augur well for the future as State begins imposing more and more freezes on selected grades at embassies throughout the world. [] is appealing the decision, using the data we do have on hand showing the number of monitors Jordan Bureau has lost over the years to private industry in Amman. This problem is compounded by the fact that PMCD now has no time to attack this problem of collecting wage survey data. If [] rotation to FBIS is approved--and this latest situation makes a compelling argument for it to be approved--he will have to be tasked with coming up with an effective data collection mechanism even if this means he will not have time to take over other facets of FBN administration immediately.

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(cc: D/FBIS, C/AS)